

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
October 2015



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392	351	317									1399
Number of Complaints Drafted	140	164	143	146									593
% of inquiries drafted	41%	42%	41%	46%									43%
Employment	208	232	203	216									859
Housing (Real Estate)	58	65	58	43									224
Public Accommodation	44	40	41	14									139
Credit	1	3	1	2									7
Education	9	17	14	4									44
Unknown	19	35	34	38									126
Number of Complaints Formalized	86	67	70	73									296
Employment	56	42	50	58									206
Transferred from EEOC*	2	6	7	13									28
Housing (Real Estate)	13	13	13	12									51
Transferred from HUD**	2	0	1	3									6
Public Accommodation	15	10	5	3									33
Credit	0	0	0	0									0
Education	2	2	2	0									6

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363	390	310									686
Region 1	33	32	51	33									65
Region 2	22	30	40	30									52
Region 3	17	20	23	17									37
Region 4	13	14	11	16									27
Region 5	147	169	173	127									316
Region 6	36	25	20	25									61
Region 7	16	6	10	12									22
Region 8	17	27	20	27									44
Region 9	19	35	39	22									54
Unknown/Out of State	2	5	3	1									8

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%	10%	11%									10%
Housing (Real Estate)	7%	10%	3%	0%									5%
Public Accommodation	8%	11%	7%	13%									10%
Credit	50%	50%	0%	0%									25%
Education	15%	16%	16%	24%									18%
Open Cases by Area													
Employment	779	722	705	701									
Housing (Real Estate)	75	85	89	90									
Public Accommodation	153	152	152	147									
Credit	4	3	3	3									
Education	47	48	50	48									

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52	80	93	82									307
Employment	43	70	72	63									248
Housing (Real Estate)	5	4	7	11									27
Public Accommodation	4	5	10	6									16
Education	0	0	4	2									6
Credit	0	1	0	0									1
Type of Closure													
NPC	34	56	80	72									242
CWS	12	16	10	7									45
CW	0	3	0	2									5
AD	6	5	3	1									15
FO	5	4	0	0									9

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2	7	6									16
Employment	1	0	5	5									11
Housing (Real Estate)	0	2	2	1									5
Public Accommodation	0	0	0	0									0
Education	0	0	0	0									0
Credit	0	0	0	0									0
Active Cases													
Employment	28	29	32	34									
Housing (Real Estate)	15	19	19	19									
Public Accommodation	5	5	5	5									
Education	5	5	5	5									
Credit	0	0	0	0									
Average Age of Cases since NOF*	484	460	473	471									

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

ICRC (Akers) v Diane Craig is a housing case based on disability discrimination. The Complainant alleged that Respondent unreasonably denied her request for a reasonable accommodation.

Rasha Daye v AVI Food Systems is an employment case alleging discrimination based on disability. The Complainant alleges she was terminated because of her disability. Respondent failed to refute the Complainant's assertions.

Brian Miller v AVI Food Systems is an employment case alleging disability discrimination. The Complainant alleges he was terminated because of a perceived disability, race and sex. Respondent failed to refute the Complainant's assertions.

Thomas Allen v Home Goods is an employment case alleging race discrimination. The Complainant alleges he was subjected to adverse employment action because of his race. The Respondent failed to refute the Complainant's assertions and failed to participate in the investigation.

Anthony London v Culver's is an employment case based on disability. The Complainant alleges he was denied an employment opportunity because of his disability.

Probable Cause Findings cont'd

Eyshukai Brown v Ascension Health At Home is an employment case based on sex. The Complainant alleges that she was removed from the schedule because of her pregnancy.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

There are no final orders for this month.

Brooks v Sheraton Hotel is a public accommodations case based on race. Complainant alleges he was denied equal access to Respondent's facility due to his race. This case was withdrawn.

Articles of Interest:

[INAIAC to host November Native American Heritage events](#) 10/30/15

[ICRC hosting CLE seminar in Jeffersonville, November 6](#) 10/21/15

[AVI Foodsystems charged with disability discrimination](#) 10/14/15

[Probable cause findings issued against AVI Foodsystems](#) 10/13/15

[Home Goods issued a notice of findings charge](#) 10/8/15

[Landlord charged with denying reasonable accommodation](#) 10/6/15